

In the Specification:

Please replace the last paragraph on page 7, with the following:

If a gap **206** exists, data representative of the linkage between from the required skill and skill level (i.e., competency level) to the appropriate set of training interventions in the training intervention metadata database **207** are used to create an "individual development plan" (IDP) **208**. When desired, the course(s) to be taken from the regimen may be accessed from the course database **209**.

Please replace the paragraph starting at the bottom of page 8 with "Once the mapping" and ending on page 9 with "and prerequisites" with the following:

Once the mapping has occurred **406**, the training regimen is presented to the user **407**.

The types of information that may be obtained by the user is accessed via the metadata resident in a third the metadata database **207**. The metadata comprise information that describes the attributes of a resource, the training regimen, and here serve as a link between the skills database and the mapping function of the system. Examples of metadata elements include, but are not intended to be limited to, an identifier (ID), a title of the training regimen, a description thereof, objectives therefor, duration, version, size, platform requirements, and prerequisites.

Please replace the last paragraph on page 9 and the first paragraph on page 10, with the following:

In a third table **43** a training map is formed, wherein each skill **431** that appears in the second table **42** is located in the metadata database **207**, and mapped to all available courses **433** and their respective skill levels **432**. Another important aspect of the invention is that a multiplicity of courses on the same skill having ascending skill levels may be defined hierarchically, so that an entry level is predefined for each course and a series of courses with ascending prerequisite skill levels included in the mapping. For example, in the table **44**, five levels of courses, AA, FA, FB, AB, and AC, are recommended to achieve the desired skill level of 5 for Knowledge 1.

It should also be noted that an important aspect of the present invention is that the source of each course **433** is immaterial, as is the skill level range, and that any number of courses, levels, and sources thereof are in principle accessible by the system, so long as the metadata have been entered into the third metadata database **207** so that they may be accessed by the system **10**.

Please replace two paragraphs beginning at the bottom of page 20 with "If the word" and ending on page 21 with "may be necessary," with the following:

C4
If the word is a proper noun such as, for example, accompany a company name that appears many times in the training intervention metadata elements (e.g., Microsoft, Lotus) in conjunction with a product (e.g., Microsoft Excel) but only a few times in the skilling object metadata elements, then the word should be placed in the word weight table with a point value of "0.006." In cases such as these, the company name is viewed as an "adjective-like word"

and, as such, is given a weight of close to the adjective weight (0.004) or 0.006. If the word is not a proper noun but is used often in the training intervention metadata, a weight of 0.05 is assigned.

C4
If a word (or words) is used to describe a product/technology or an entity (e.g., Dolby, Visual Basic, Virtual Reality, and pneumonia), then the word (or words) should be placed in the word weight table. When assigning point values, caution should be exercised because common usage of these words will cause a higher than normal match scores score for invalid associations between the skilling object and the training intervention. It is preferable that the administrator check the results of such action by running a harvest and then examine the results of such settings on the match scores. It may be necessary for the administrator to examine the words in the skilling objects. Adjustments (e.g., lowering of the point value or moving words between the word skip and word weight tables) may be necessary.

Please replace the two paragraphs beginning in the middle of page 27 with "In an automated linking framework" and ending with "competency levels" as follows:

C5
In an automated linking framework 507 the results of a matching algorithm 504 are fed to a system 508 for updating the metadata database 207. In a semiautomated matching framework the results of the matching algorithm 504 are passed 511 to an intermediate step 509, wherein competency level(s) may be set prior to updating 508 the metadata database 207. Also, setting a competency level may be accomplished anytime after links have been established through automatic linkage 507.

More specifically, the software is adapted to perform updates when a user adds or changes a training intervention or a skilling object. This software reconciles the differences and focuses on the impact of the new or changed training intervention or skilling object on linkages and/or competency levels.

Please replace paragraph c on page 30 with the following:

c. The provision to link (either by individual selections or between scores) and to

de set the competency levels is provided (block 637).
